

SUBSTANTIVE AGREEMENT
ON WAGES AND OTHER CONDITIONS OF EMPLOYMENT
FOR THE
SAWMILLING CHAMBER
of the
NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR.

This Agreement is between

THE EMPLOYERS' ASSOCIATION FOR THE SAWMILLING INDUSTRY

*"THE EMPLOYERS"
on the one hand*

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED
WORKERS' UNION
(CEPPWAWU)**

and

**UASA – THE UNION
(UASA)**

*"THE UNIONS"
on the other hand*

LR TB1

1. Preamble

WHEREAS the Employers and Trade Unions have been engaged in collective bargaining, under the auspices of the National Bargaining Council for the Wood and Paper Sector, to review the terms and conditions of employment in the Sawmilling Chamber;

WHEREAS the Parties have now reached an agreement on wages and conditions of employment.

NOW the parties wish to record this agreement in the following terms:

2. The Scope of the Agreement

This agreement shall apply to all wage-earning employees of the Employers within the Sawmilling Chamber of the Bargaining Council for the Wood and Paper Sector.

The scope can be extended to other job categories where organized labour can prove majority representation in the Sector.

3. The Duration of the agreement

This agreement will commence on **1 July 2021** and endure to **30 June 2022**.

4. Wage Increase

The Parties agree to an increase of not less than **4.4%** on the current actual basic wage effective **1 July 2021** to all employees in the Bargaining Unit.

5. Minimum wage

The Parties agree that the industry minimum wage will increase by **R 187.00** to **R 4, 447.00** per month with effect from **1 July 2021**.

6. Hours of work

The normal working week shall comprise of 45 hours of work.

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7. Maternity leave

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to 46% of monthly basic wage payable for a maximum period of four (4) months.

8. Shift allowance

The Parties agree that the shift allowances payable for night work only, will be not less than 12% of basic wage.

9. Leave

Parties agreed that annual leave payable to employees will be 16 working days per annum.

10. Disaster leave

Parties agreed to four (4) days paid disaster leave per occasion with existing conditions, that is, the occasion is declared a disaster area by the relevant National Minister of Government.

11. Covid Allowance

All companies have Covid-19 plans and policies and therefore this matter should be left at company level.

12. Covid quarantine

All companies have Covid-19 plans and policies and therefore this matter should be left at company level.

13. Labour brokers

As per 2019 Agreement, employers will comply with the existing Labour Relations Act provisions in respect of temporary employment services.

14. Equal Pay for Job of equal value

As per 2019 Agreement, employers will comply with the existing labour legislation provisions in respect of equal pay for work of equal value.

15. Retrenchment

In the event of retrenchment severance pay to be one (1) week for every completed year of service or subject to section 189 consultation process.

16. Permanent employment

Employers to comply with LRA, BCEA and EEA as amended as well as other related legislation.

All issues of non-compliance with the above shall be raised and resolved in line with dispute resolution processes at company level.

17. Outsourcing

Parties agreed that the current scenario prevail where various employers deal with this issue in line with their circumstances at company level.

18. Other conditions of employment

All other terms and conditions of employment not amended by this Agreement shall remain unchanged.

Any discussion that may take place at company level as a result of this Agreement will only take place within the structures of the Bargaining Council.

19. Full and Final Settlement

The undersigned Parties agree that the afore-going constitute the final Agreement between the parties emanating from the 2021 wage negotiations.

This document constitutes the entire Agreement between the Parties and no other variation to this Agreement shall be binding to the parties unless such variation is reduced to writing and signed by all Parties to this Agreement.



Thus, done and signed at Johannesburg on this 1stth day of July 2021.



For and on behalf of the
Employers' Association for the
Sawmilling Industry
and duly authorized thereto

Witness



For and on behalf of CEPPWAWU,
and duly authorized thereto

Witness

For and on behalf of UASA -The Union,
and duly authorized thereto

Witness